



General Assembly

***Amendment***

November 24 Special Session, 2008

LCO No. 7069

\*HB0760107069HR0\*

Offered by:

REP. CAFERO, 142<sup>nd</sup> Dist.

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To: House Bill No. 7601

File No.

Cal. No.

***"AN ACT CONCERNING DEFICIT MITIGATION."***

1 After the last section, add the following and renumber sections and  
2 internal references accordingly:

3 "Sec. 501. (*Effective from passage*) (a) There shall be an Early  
4 Retirement Incentive Program (ERIP) offered to full-time and part-time  
5 state employees, as described below, in addition to the normal  
6 retirement program.

7 A. Eligibility Rules.

8 The following members of the state employees retirement system  
9 (SERS) shall be eligible to participate in the program: Any state  
10 employee: (1) Who will be at least fifty-two years of age on or before  
11 December 31, 2008, January 31, 2009, or February 28, 2009; (2) whose  
12 effective date of retirement is January 1, 2009, February 1, 2009, or  
13 March 1, 2009, respectively; (3) who retires directly from employment

14 and begins immediately receiving normal or early retirement benefits  
15 under Tier I, Tier II or Tier IIA; and (4) who has at least ten years of  
16 actual state service in the SERS, or in the case of a hazardous duty  
17 employee, has a minimum of twenty years of actual state service in the  
18 SERS.

19 B. Effective Date of Retirement.

20 Any retirement under the program shall be effective January 1,  
21 2009, February 1, 2009, or March 1, 2009. If the state requests any state  
22 employee who is eligible for the ERIP to remain in state service beyond  
23 December 31, 2008, January 31, 2009, or February 28, 2009,  
24 respectively, and the employee refuses to do so, such employee shall  
25 continue to be eligible for the ERIP.

26 C. Incentive.

27 An individual who is eligible for the ERIP shall be permitted to add  
28 up to three years to age or up to three years to service, or any  
29 combination not to exceed three years in total. The credit shall first be  
30 added to age until it reaches age fifty-five. Hazardous duty members  
31 shall have the credit added to their service. Incentive years shall only  
32 be used in whole units of one month.

33 D. Restrictions.

34 1. For purposes of this program, a full-time employee is one who  
35 works thirty-five or more hours per week.

36 2. Actual age shall be used in calculation of all related benefits  
37 including, but not limited to, Plan B reductions and Group Life  
38 Insurance. Actual paid wages, not projected wages, shall be used in all  
39 benefit calculations. Accrued vacation days at the date of retirement  
40 shall be credited as increased service time.

41 3. Disability retirement and employees eligible for terminated  
42 vested retirement benefits are excluded from this program.

43 E. Payment for Unused Sick and Vacation Days.

44 1. Any employee participating in the incentive program shall be  
45 eligible for payment for accrued sick days and vacation days in  
46 accordance with existing rules, modified as follows: One-third of the  
47 amount owed such employee shall be paid on July 1, 2011; one-third of  
48 such amount on July 1, 2012; and one-third of such amount on July 1,  
49 2013. If any such employee dies before such payments are complete,  
50 the remainder of the amount payable to such employee shall be paid to  
51 such employee's estate in a single payment.

52 2. If the amount of the payment for accrued sick and vacation days  
53 is less than two thousand dollars, the state may, at its option, make  
54 such payment in one installment on or before July 1, 2009.

55 (b) The Retirement Commission shall request an actuarial valuation  
56 of the assets and liabilities of the state employees retirement system  
57 (SERS) which shall reflect, to the greatest extent possible, the Early  
58 Retirement Incentive Program (ERIP) established by this section and  
59 shall certify revised contribution amounts to the General Assembly for  
60 the biennium ending June 30, 2011.

61 (c) For the fiscal years ending June 30, 2009, and June 30, 2010, the  
62 positions vacated as a result of the Early Retirement Incentive Program  
63 (ERIP) established by subsection (a) of this section may be refilled as  
64 follows: (1) Up to one hundred per cent of the positions vacated by  
65 hazardous duty employees of the Department of Correction and the  
66 Department of Public Safety; (2) up to ninety-five per cent of the  
67 positions vacated by faculty of the constituent units of the state system  
68 of higher education, as defined in section 10a-1 of the general statutes,  
69 and Charter Oak State College; and (3) up to ninety-five per cent of the  
70 positions vacated by employees of the Departments of Education,  
71 Developmental Services, Mental Health and Addiction Services, and  
72 Children and Families, and The University of Connecticut Health  
73 Center."